

Workforce Partnership of Greater Rhode Island

Board of Directors meeting

Tuesday, March 8, 2011

Present: Alexis Devine, Allen Durand, Andrew Tyska, Betty Pleacher, Bob Cooper, Carmen Ferguson, Courtney Murphy, Cynthia Farrell, Darrell Waldron, David Francis, Diane Cook, Dorothy Mattiello, Fred Ricci, Gip Cabral, James White, Joseph DeSantis, Joseph DiPina, Joseph Oakes, Karen Jedson, Lauren Slocum, Paul Harden, Paul Ouellette, Peter Koch, Ray Pingitore, Raymond Filippone, Robin Smith, Scott Seaback, Sharon Lee, Steve Kitchin, Susan O'Donnell, Vanessa Cooley

**Absent: Kathleen Grygiel, Paul Wielgus, Steve Wilson, Victoria Gaillard-Garrick,
Wendy Kagan**

Staff: Carlos Ribeiro, Christine Grieco, Cristin Taylor, Diane Vendetti, Erin Brouillette, Gail DuPont, Jen Buck, Judy DiGiorgio, Kara Aniballi, Kathy Quattrini, Kathy Tobin-Henry, Sharon Geoffrey, Shirley Winslow

Guest: Governor Lincoln D. Chafee, Director Charles J. Fogarty, Connie Parks, Maria Ferreira, Dan Brown, David Tremblay, Marie DeRoche, Nancy Olson, Sue Chomka, Maureen Mooney, Laura Hart, Elaina Goldstein

With a quorum present, Chair Steve Kitchen called the meeting to order at 8:00 am. Mr. Kitchen recognized the four new Board members, Gip Cabral, Karen Jedson, Lauren Slocum and Sharon Lee.

Mr. Kitchen asked the Board to review the minutes of February 15, 2011.

Mr. Cooper made a motion to table the minutes until the April 12, 2011 meeting. Ms. Cooley seconded the motion. The motion carried unanimously.

Guest Speakers: Mr. Kitchen gave some insight as to the function of the Board and the committees. Mr. Kitchen noted the Board and committee members are very dedicated and only one time did the Board not have a quorum.

Mr. Kitchen introduced Governor Lincoln D. Chafee, Chief Elected Official for the State of Rhode Island. Governor Chafee inquired if Mr. Kitchen could give a sample of a recommendation the Board acted on and it made a difference. Mr. Kitchen reported that the Board helped initiate a waiver that allows for up to 90 percent wage reimbursement for OJT (On the Job Training) employers, based on company size. This is beneficial to the small companies in RI. There will be a vote at today's meeting to approve this reimbursement scale.

Governor Chafee requested each Board introduce themselves and give a little background, i.e. where they work and what committee they are on. Governor Chafee stated this is a large Board. Mr. Kitchen noted through federal mandate, the Board consists of members of the business, education, state agencies, organized labor and economic development communities.

A question to the Governor was “How can this Board help you”? Governor Chafee stated one of his goals was to make sure our students are educated from elementary through secondary, higher education, URI and CCRI. Governor Chafee stated that this opportunity will happen through his budget and will help to build a better workforce.

Mr. Kitchen introduced Director Charles J. Fogarty. Mr. Fogarty stated he was happy to accept the Governor’s offer for the position as Director of Department of Labor and Training. The Director noted Governor Chafee is a political person who listens and takes seriously what you are saying. Director Fogarty states we face very serious challenges such as economic success and growth. He noted that he has visited all the One Stops and is collaborating with WPGRI, P/C and GWB. Director Fogarty stands committed to work with the Department of Labor and Training.

Mr. Kitchen introduced Connie Parks, Chief of the RI Department of Labor and Training Business Workforce Center. Ms. Parks noted one

of the reasons for the Business Service Unit is the staff is prepared to go out to a company when there is a down turn in business, through reduction of hours or closure. Ms. Parks discussed the many aspects of her department i.e. job matching, skill assessment. Ms. Parks stated there is new software offered. The software can be accessed through the internet at Kenexa Prove It. Prove It is available in five languages and helps aid in skills testing. Another software program is Metrix for classes on line through netWORKri sites. When working with the companies Ms. Parks stated her staff explains to tax credits, for RI Job Training, Work Opportunity, Jobs Training, Jobs Growth Act, the Jobs Growth Act and Investment Tax Credits. The staff can connect the company with On-the-Job Training (OJT) and the department's Rapid Response unit.

Mr. Kitchen introduced Maria Ferreira who developed Workforce Partnership of Greater Rhode Island's website. Ms. Ferreira gave a demonstration and explanation of the changes to the website. Mr. Kitchen invited Ms. Ferreira back to the April 12th Board meeting to address any questions the Board may have after visiting the site.

Chairman's Report: Mr. Kitchen noted Congress is considering cutting the \$3.6 billion job training and assistance program in the Workforce Investment Act (WIA).

Mr. Kitchen made reference to National Workforce Day, March 24, 2011.

Mr. Kitchen stated he had attended the orientation of the four new Board members.

Mr. Kitchen asked the staff to pursue the One Stop operation research and the Executive Committee is satisfied that progress is being made in Best Practices in the One Stops. Ms. Quattrini stated she has looked at other states concerning One Stop practices, follow up and training seem to be similar issues. GEOSOL training is essential as are WIA training and procedures for monitoring data. Creative follow-up incentives need to be reviewed. Mr. Kitchen asked Ms. Quattrini look into who governs or operates the One Stops in these states and continue to investigate Best Practices.

Executive Director's Report: Ms. Grieco discussed the Local Area Workforce Investment Notice: PY10-01 draft. Ms. Grieco explained the purpose of the draft was to set policy with respect to reimbursement to employers for training provided in an On-the-Job Training (OJT) contract. The following reimbursement rate may be implemented for OJT contracts, subject to funding availability:

- a) up to 90 percent for employers with 50 or fewer employees;**
- b) up to 75 percent for employers with 51-250 employees;**
- c) the current statutory requirements (50 percent reimbursement) for employers with more than 250 will continue to apply.**

Ms. Grieco asked for a vote to approve Local Area Workforce

Investment Notice: PY10-01 draft.

VOTE: Mr. DiPina made a motion to approve Local Area Workforce Investment Notice: PY10-01draft. This was approved at the Executive Committee on March 1, 2011. Mr. Pingitore seconded the motion. The motion carried with one abstention.

Ms. Grieco explained Local Area Workforce Investment: PY10-02 draft. All participants in OJT contracts with an effective date of January 11, 2011 (date of the approval letter), or later will not be included in the credential performance standard. Ms. Grieco asked for a vote to approve Local Area Workforce Investment: PY10-02 draft.

VOTE: Ms. Cook made a motion to approve the Local Area Workforce Investment PY10-02 draft. This was approved at the Executive Committee on March 1, 2011. Mr. Koch seconded the motion. The motion carried unanimously.

Ms. Grieco presented Local Area Workforce Notice: PY10-04 draft. Ms. Grieco explained that the policy places a cap on the reimbursement amount to an employer. The reimbursement cannot exceed 125% of the state's average hourly wage as published in the Occupational Wage Report issued by the Rhode Island Department of Labor and Training Market Informational Unit. As of the effective date of this policy, the state's average hourly wage is \$16.80. Therefore,

the reimbursement amount from WPGRI cannot exceed \$21.00. The employer will provide a match according to the ratio scale. Ms. Grieco asked for a vote to approve the Local Area Workforce Investment Notice: PY10-04 draft.

VOTE: Mr. Pingitore made a motion to approve Local Area Workforce Investment PY10-04 This was approved at the Executive Committee on March 1, 2011. Mr. Koch and Mr. Seaback seconded the motion. The motion carried with one opposed.

Committee Reports:

Board Development: Mr. Ouellette noted Board Development had a new member orientation for the five new Board members and will be working on the open position at the March 25, 2011 meeting.

Quality Assurance: Mr. Oakes stated he had a meeting with Ms. Greico, Ms. Quattrini and Ms. DiGiorgio. In the meeting they reviewed the performance measures and a review will be starting in July. The Quality Assurance Committee will be increased by two new members Karen Jedson and Lauren Slocum.

Strategic Committee: Mr. Harden noted Tech Collective and Marine Trades will be presenting ISDI outcomes at up coming Board meetings.

Finance Committee: Mr. DiPina noted the Finance Committee did not

meet in February.

Chair Mr. Kitchen recused himself at 9:45 am and turned the meeting over to Mr. Ouellette

Youth Council: Ms. Farrell discussed the 2011 WIA Standalone Proposals stating there was an RFP issued. The RFP has been read and rated. Ms. Farrell asked the Board of Directors for a vote to approve.

VOTE: Mr. Harden made a motion to approve 2011 WIA Standalone Proposals. Ms. Pleacher seconded the motion. The motion was approved unanimously.

Ms. Farrell discussed the 2011 JDF Summer Program Proposals. Ms. Farrell asked the board of Directors for vote to approve.

VOTE: Mr. Cooper made a motion to approve 2011 JDF Summer Program Proposals. Ms. Smith seconded the motion. The motion was approved unanimously.

Ms. Farrell discussed the WPGRI 2011 Proposals for Youth Center funding. Ms. Farrell asked for a vote to approve from the Board of Directors.

VOTE: Mr. DiPina made a motion to approve the WPGRI 2011 Youth

Center funding. Mr. Durand seconded the motion. The motion was approved unanimously.

Mr. Ouellette turned the meeting back to Chair Kitchin at 10:00 am.

Ms. Farrell discussed the Local Area Workforce Investment Notice: PY10-05 (Sixth WIA Youth Eligibility Criterion). Ms. Farrell asked the Board of directors for a vote to approve.

VOTE: Ms. Cooley made a motion to approve Local Area Workforce Investment Notice: PY10-05 (Sixth WIA Youth eligibility Criterion). Ms. Cooley and Ms. Devine seconded the motion. The motion was approved unanimously.

New Business: No new business to come before the Board.

Old Business: No new business to come before the Board. Reminder the next meeting of the Board of Directors will be Tuesday, April 12, 2011.

VOTE: Mr. Ouellette made a motion to adjourn the meeting. Mr. Harden seconded the motion. The motion carried unanimously. The meeting adjourned at 10:05 am.

Respectfully submitted,

Shirley Winslow